

# ***DCSOPS&T Training Products Working Group Update***



7 May 2007



# CG TRADOC Taskers

## Resourcing Taskers

- Conduct assessment on the process to resource the training load (Structured Manning Decision Review (SMDR) and Training Requirements Arbitration Panel) (TRAP)).
- Review/address the 3-yr resource model.

## Training Products Taskers

- Review and **change**, as required, how we develop Course Administrative Data (CAD), Programs of Instruction (POI) and Training Support Packages (TSP).
- Reexamine and possibly change how we think and operate to make TSPs more responsive to the operating force.
- Conduct assessment of our TSP development (need to streamline to meet operational force demand/requirements)





# Timeline

2007

Mar Apr May June Jul Aug Sep Oct Nov Dec

CG TRADOC Brief

x

CAD/POI Resourcing



Training Product  
Working Group

Meeting  
27-29 March

x

VTCs  
1, 15, 31 May

x

x

Meeting  
Mid - June

x

DCSOPS&T Update IPR

x

CG TRADOC Follow-up Brief

x

Action Plan Implementation\*



\* Expect requirements to change automated systems  
will impact implementation/completion date.





# Training Product Working Group

- **Met 27 - 29 March 2007 at Fort Monroe.**
- **Attendees:**
  - **TDADD**
  - **TOMA**
  - **TPCRD**
  - **DCSRM**
  - **QAO**
  - **CAC**
  - **ATSC**
  - **CASCOM**
  - **MANSCEN**
  - **Infantry School**
  - **Armor School**
  - **AMSC**
  - **84th USAR Training Command**
- **VTC - 1 May 2007**
  - **TDADD**
  - **TOMA**
  - **TPCRD**
  - **DCSRM**
  - **QAO**
  - **CAC**
  - **ATSC**
  - **CASCOM**
  - **MANSCEN**
  - **Infantry School**
  - **Armor School**
  - **AMSC**
  - **84th USAR Training Command**
  - **Sergeants Major Academy**





# WG Comments - March

- **Institutions use lesson plans.** TSPs are a 3-page cover document developed by the Automated Systems Approach to Training (ASAT), the associated lesson plans, and supporting training material. **TSPs focus on exportable training requirements.**
- TSPs provide centralized planning and allow decentralized execution of training which increases in importance as TRADOC supports ARFORGEN and the Brigade Combat Teams that require the same training to allow plug and play capabilities.
- ASAT does not meet the needs of the training development community.
- The subject matter experts who attended this working group session did not perceive the problems with training products to be as severe as we were first led to believe.
- Make minor changes to CADs and no changes to POIs.





# Data Points

## Resourcing Taskers

- **Conduct assessment on the process to resource the training load (SMDR and TRAP).**
  - **Review/address the 3-yr resource model.**
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- **Determine minimum essential information needed by HQDA to provide required resources. (Completed)**
  - **Assess both SMDR/TRAP and TD manpower resourcing processes ability meet current operating environment requirements. (Ongoing)**
  - **Establish policy and procedures for Direct Support to Training Events (DSTE) - transfer of requirement from ASAT to resources on the ground. (Planned)**





# Emerging Conclusions

- **Review of the SMDR and TRAP process has yielded opportunities where TRADOC can adjust missions and resources to adapt to changes in the current environment.**
- **The TRAP process is very responsive to changing training requirements and initiating new courses.**
- **Utilize the Analysis of Change Cell (AOCC) process to reprogram internally following POM decisions to cause mission and resource changes.**





# Data Points

## Training Products Taskers

- Review and **change**, as required, how we develop CADs, POIs and TSPs.
  - Reexamine and possibly change how we think and operate to make TSPs more responsive to the operating force.
  - Conduct assessment of our TSP development (need to streamline to meet operational force demand/requirements).
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- Conduct assessment of TSP development (need to streamline to meet operational force demand/ requirements). (Ongoing)
  - Evaluate the usefulness of TSPs to the operational Army and lesson plans to the generating force. (Ongoing)
  - Clarify the definitions and purposes of Lesson Plans vs. Training Support Packages. (Planned)
  - Pursue simplifying structures and effectiveness of lesson plans, POIs and TSPs while maintaining educational sufficiency and standardized training. (Ongoing)
  - Update TR 350-70 to support the current TRADOC operating environment and training proponency. (Ongoing)
  - ASAT has gaps/problem areas and requires change - Continue maintenance of ASAT until fielding of new Training Development Capability (TDC) System. (TBD)
  - Investigate means of leveraging non-TD manpower to help produce and improve training products - CALL - instructors - doctrine writers, etc. (Planned)
  - Clarify policy and procedures for dL CAD/POI processing. (Planned)







# Emerging Conclusions

- **Definitions of lesson plans and TSPs require clarification.**
- **TSPs provide institutionally prepared instructions to the operational Army which standardizes training and reduces preparation times required of unit NCOs.**
- **Make minor changes to CADs and no changes to POIs.**
- **ASAT requires continued maintenance until fielding of new Training Development Capability (TDC) System.**





# Ongoing Actions

- **Assessing training resourcing process**
- **Developing Data Points Worksheet**
- **Developing Generating/Operating Forces TSP and Lesson Plan Survey**
- **Developing TSP/Lesson Plans Worksheets**
- **Reviewing Other Services Processes**





# Expected Outcomes

- **Recommend the right interventions to close the gaps in the way we currently conduct business and the current operating environment.**
- **Outline a strategy for changing processes for training product resourcing.**
- **Create an action plan for continued development.**
- **Identify current TD publications and systems impacted.**
- **Management plan for implementation of the interventions to meet TRADOC needs.**
- **Identify the “Way Ahead” and timelines for follow-on actions.**





# Points of Contact

- **AKO site for this effort at <https://www.us.army.mil/suite/folder/7271248>. Will post data pertaining to this initiative on this site as this effort evolves.**
- **POCs**
  - **Roland P. Thompson, DSN 680-5566, email: [roland.thompson1@us.army.mil](mailto:roland.thompson1@us.army.mil).**
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